

Message Text

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ACTION NEA-10

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-08 INR-10 LAB-04
NSAE-00 SIL-01 DODE-00 PA-01 ICA-11 SP-02 L-03
OMB-01 AID-05 TRSE-00 AGRE-00 /057 W
-----045607 250504Z /15

R 250205Z APR 78
FM AMEMBASSY DACCA
TO SECSTATE WASHDC 9002
INFO AMCONSUL CALCUTTA
AMEMBASSY ISLAMABAD
AMEMBASSY KATHMANDU
AMEMBASSY NEW DELHI
CINCPAC

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CINCPAC FOR POLAD

E.O. 11652: N/A
TAGS: PGOV PINT ELAB BG
SUBJECT: BDG ANNOUNCES REVISED PAY SCALES

REFS: A. 77 DACCA 7480; B. DACCA 1572

1. THE BDG APRIL 22 ANNOUNCED REVISED PAY SCALES FOR HEALTH OFFICIALS, ENGINEERS, RAILWAY, AGRICULTURE AND LIVESTOCK TECHNICIANS AND FOR DISTRICT LEVEL EMPLOYEES FROM THE CIRCLE OFFICERS THROUGH THE DEPUTY COMMISSIONERS. MOST OF THE GOVERNMENT WORKERS IN THE TECHNICAL CATEGORIES HAVE BEEN AGITATING FOR SEVERAL MONTHS OVER WHAT THEY CONSIDER TO HAVE BEEN INADEQUATE PAY INCREASES IN THE SALARY SCALES ANNOUNCED LAST DECEMBER (REF A). IN THE BRIEF PRESS NOTE WHICH ACCOMPANIED THE PUBLICATION OF THE SCALES, IT WAS UNCLEAR WHETHER ADDITIONAL PAY TABLES WOULD BE ANNOUNCED LATER FOR THOSE ON THE LOWER RUNGS OF

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THE GOVERNMENT SERVICE, I.E., PEONS, DRIVERS AND POSTAL CLERKS, WHO HAVE ALSO BEEN UPSET BY THE ORIGINAL PAY SCALES.

2. THE NEW SCALES REFLECT SALARY HIKE OF FROM 10 TO 50 PERCENT ON INITIAL PAY FOR THE GRADE, DEPENDING ON THE JOB CLASSIFICATION WITH 20 PERCENT BEING MORE COMMON. UPPER

LIMITS IN GRADES HAVE ALSO BEEN INCREASED, BUT MODESTLY. AS A SOP TO THE TOP LEVELS, THE PRESS NOTE INDICATED THAT HEADS OF DEPARTMENTS MAY, ON AN INDIVIDUAL BASIS DETERMINE BY MERIT BE GRANTED THE PAY AND STATUS OF SECRETARY TO THE GOVERNMENT (THE HIGHEST RUNG OF THE CIVIL SERVICE). SUCH DECISIONS WILL BE TAKEN BY A COMMITTEE OF THE COUNCIL OF ADVISORS.

3. WHETHER THE NEW PAY SCALES CAN REDRESS THE MORE FUNDAMENTAL GRIEVANCE, THE RELATIVE PRESTIGE OF THE VARIOUS RANKS, WILL BE DETERMINED BY THE ACCEPTANCE OF THE REPORT. TO HELP CLEAR UP THIS LATTER PROBLEM, THE PREVIOUS GRADING OF SERVICES HAS BEEN ELIMINATED, I.E., THE OLD CSP AND PFS AT THE TOP, FOLLOWED BY THE POLICE SERVICE AND SO ON DOWN THE LADDER TO CLASS IV NON-GAZETTED UNSKILLED WORKERS.

4. THE BDG, AWARE OF THE IMPORTANCE ATTACHED TO THE SCALES' ACCEPTANCE, SAID IN THE PRESS NOTICE THAT THE TABLES HAD BEEN DRAWN UP WITH "UTMOST CARE... TO REFLECT THE LEGITIMATE ASPIRATIONS OF THE TECHNICAL, PROFESSIONAL AND ADMINISTRATIVE SERVICES." THE NOTE ALSO EXPRESSED THE HOPE THAT THE NEW RATES WOULD BE ACCEPTED WITH A SPIRIT OF UNDERSTANDING AND THAT NO ONE WOULD TAKE ACTION ADVERSE TO THE "NORMAL LIFE OF THE PEOPLE."

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5. MEANTIME, DOCTORS, ENGINEERS AND AGRICULTURE TECHNICIANS CONTINUE TO "WORK TO RULE" (REF B) OR TO REFRAIN FROM WORK ENTIRELY. IF THEY DO NOT RETURN TO WORK, A SHOWDOWN MAY BE NECESSARY, IT IS, NO DOUBT, SOMETHING PRESIDENT ZIA WOULD RATHER AVOID. SCHNEIDER

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: AMENDMENTS, WAGE RATES, GOVERNMENT PERSONNEL
Control Number: n/a
Copy: SINGLE
Draft Date: 25 apr 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978DACCA02529
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780175-1089
Format: TEL
From: DACCA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780421/aaaaarij.tel
Line Count: 100
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 041449a8-c288-dd11-92da-001cc4696bcc
Office: ACTION NEA
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: 77 DACCA 7480, 78 DACCA 1572
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 05 may 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: N/A
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2863105
Secure: OPEN
Status: NATIVE
Subject: BDG ANNOUNCES REVISED PAY SCALES
TAGS: PGOV, PINT, ELAB, BG
To: STATE
Type: TE
vdkgvwkey: odbc://SAS/SAS.dbo.SAS_Docs/041449a8-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014